

Sexual Harassment

Consistent with federal and state laws, Hagerstown Community College is committed to maintaining a positive learning and working environment free from all forms of sexual harassment. Sexual harassment by any employee, student, visitor, and/or any individual who conducts business on behalf of the college is prohibited.

Sexual harassment is unwanted sexual contact, unwelcome sexual advances, requests for sexual favors and/or other unwanted communications or physical conduct of a sexual nature which has the purpose or effect of unreasonably interfering with an individual's academic or work performance. Such conduct is illegal and will not be tolerated. Examples of sexual harassment include, but are not limited to:

- Direct or implied threat that submission to sexual advances will be a condition of grades, letters of recommendation, or employment
- Unwelcome physical contact, including unnecessary touching, patting, hugging or brushing against a person's body
- Inappropriate or unwelcome sexual remarks about a person's clothing, body, or sexual relations
- The display in a classroom or workplace of sexually suggestive objects, pictures, posters, cartoons and like items which are without defensible educational purpose
- Repeated unwelcome communications, both verbal or written (including electronic and social networking) with sexual or demeaning implications about one's gender or sexual orientation

The entire college community is responsible for preventing and reporting sexual harassment. The College encourages all students who believe they have been or are being subjected to sexual harassment or who are aware of an instance of sexual harassment to report their experiences.

The Board of Trustees hereby authorizes the president to develop appropriate procedures to implement and enforce this policy. The procedures to handle complaints will: 1) respect the confidentiality both of the complainant and the accused, 2) determine who will investigate allegations of misconduct and take corrective action, 3) protect complainants from reprisals, but impose strong disciplinary measures upon those who deliberately file false accusations. In addition, an educational, informational and compliance program should be developed in support of this policy.

This policy was also revised on September 21, 2004.